



BOULAY



RecMan AS

SOC 2 Type 1 Report

for the

RecMan SaaS Solution

An Independent Service Auditor's Report on the
Suitability of the Design of Controls Relevant to Security

June 30, 2024



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SECTION I

INDEPENDENT SERVICE AUDITOR'S REPORT



INDEPENDENT SERVICE AUDITOR'S REPORT

To the Management of RecMan AS:

Scope

We have examined RecMan AS's ("RecMan" or the "service organization") accompanying description of its RecMan SaaS Solution found in Section III titled "Description of the RecMan SaaS Solution" as of June 30, 2024 (description) based on the criteria for a description of a service organization's system in *DC 200, 2018 Description Criteria for a Description of a Service Organization's System in a SOC 2® Report (With Revised Implementation Guidance—2022)* in AICPA, *Description Criteria* (description criteria) and the suitability of the design of controls stated in the description as of June 30, 2024 to provide reasonable assurance that RecMan's service commitments and system requirements would be achieved based on the trust services criteria relevant to security (applicable trust services criteria) set forth in *TSP 100, 2017 Trust Services Criteria for Security, Availability, Processing Integrity, Confidentiality, and Privacy (With Revised Points of Focus—2022)* in AICPA, *Trust Services Criteria*.

RecMan uses Amazon Web Services ("AWS" or the "subservice organization") to provide cloud computing and data center hosting services. The description indicates that complementary subservice organization controls that are suitably designed and operating effectively are necessary, along with controls at RecMan, to achieve RecMan's service commitments and system requirements based on the applicable trust services criteria. The description presents RecMan's controls, the applicable trust services criteria, and the types of complementary subservice organization controls assumed in the design of RecMan's controls. The description does not disclose the actual controls at the subservice organization. Our examination did not include the services provided by the subservice organization, and we have not evaluated the suitability of the design or operating effectiveness of such complementary subservice organization controls.

The description indicates that certain complementary user entity controls that are suitably designed and operating effectively are necessary, along with controls at RecMan, to achieve RecMan's service commitments and system requirements based on the applicable trust services criteria. The description presents RecMan's controls, the applicable trust services criteria, and the complementary user entity controls assumed in the design of RecMan's controls. Our examination did not include such complementary user entity controls and we have not evaluated the suitability of the design or operating effectiveness of such controls.

Service Organization's Responsibilities

RecMan is responsible for its service commitments and system requirements and for designing, implementing, and operating effective controls within the system to provide reasonable assurance that RecMan's service commitments and system requirements would be achieved. In Section II, RecMan has provided the accompanying assertion titled "Management's Assertion" (assertion) about the description and the suitability of the design of controls stated therein. RecMan is also responsible for preparing the description and assertion, including the completeness, accuracy, and method of presentation of the description and assertion; providing the services covered by the description; selecting the applicable trust services criteria and stating the related controls in the description; and identifying the risks that threaten the achievement of the service organization's service commitments and system requirements.

Service Auditor's Responsibilities

Our responsibility is to express an opinion on the description and on the suitability of the design of controls stated in the description based on our examination. Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform our examination to obtain reasonable assurance about whether, in all material respects, the description is presented in accordance with the description criteria and the controls stated therein were suitably designed to provide reasonable assurance that the service organization's service commitments and system requirements would be achieved based on the applicable trust services criteria. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

An examination of a description of a service organization's system and the suitability of the design of controls involves the following:

- Obtaining an understanding of the system and the service organization's service commitments and system requirements
- Assessing the risks that the description is not presented in accordance with the description criteria and that controls were not suitably designed
- Performing procedures to obtain evidence about whether the description is presented in accordance with the description criteria
- Performing procedures to obtain evidence about whether controls stated in the description were suitably designed to provide reasonable assurance that the service organization would achieve its service commitments and system requirements based on the applicable trust services criteria
- Evaluating the overall presentation of the description

Our examination also included performing such other procedures as we considered necessary in the circumstances.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the examination engagement.

Inherent Limitations

The description is prepared to meet the common needs of a broad range of report users and may not, therefore, include every aspect of the system that individual users may consider important to meet their informational needs. There are inherent limitations in any system of internal control, including the possibility of human error and the circumvention of controls. The projection to the future of any conclusions about the suitability of the design of controls is subject to the risk that controls may become inadequate because of changes in conditions or that the degree of compliance with the policies or procedures may deteriorate.

Other Matter

We did not perform any procedures regarding the operating effectiveness of controls stated in the description and, accordingly, do not express an opinion thereon.

Opinion

In our opinion, in all material respects,

- a. the description presents the RecMan SaaS Solution that was designed and implemented as of June 30, 2024, in accordance with the description criteria.
- b. the controls stated in the description were suitably designed as of June 30, 2024, to provide reasonable assurance that RecMan's service commitments and system requirements would be achieved based on the applicable trust services criteria, if its controls operated effectively as of that date and if the subservice organization and user entities applied the complementary controls assumed in the design of RecMan's controls as of that date.

Restricted Use

This report is intended solely for the information and use of RecMan; user entities of the RecMan SaaS Solution as of June 30, 2024; business partners of RecMan subject to risks arising from interactions with the system; practitioners providing services to such user entities and business partners; prospective user entities and business partners; and regulators who have sufficient knowledge and understanding of the following:

- The nature of the service provided by the service organization
- How the service organization's system interacts with user entities, business partners, the subservice organization, and other parties
- Internal control and its limitations
- Complementary user entity controls and complementary subservice organization controls and how those controls interact with the controls at the service organization to achieve the service organization's service commitments and system requirements
- User entity responsibilities and how they may affect the user entity's ability to effectively use the service organization's services
- The applicable trust services criteria
- The risks that may threaten the achievement of the service organization's service commitments and system requirements and how controls address those risks

This report is not intended to be, and should not be, used by anyone other than these specified parties.

Boulay PLLP

Minneapolis, Minnesota
July 22, 2024



SECTION II

MANAGEMENT'S ASSERTION



MANAGEMENT'S ASSERTION

We have prepared the accompanying description of RecMan AS's (RecMan) RecMan SaaS Solution titled "Description of the RecMan SaaS Solution" as of June 30, 2024 (description) based on the criteria for a description of a service organization's system set forth in *DC 200, 2018 Description Criteria for a Description of a Service Organization's System in a SOC 2® Report (With Revised Implementation Guidance—2022)* in AICPA, *Description Criteria* (description criteria). The description is intended to provide report users with information about the RecMan SaaS Solution that may be useful when assessing the risks arising from interactions with the system, particularly information about system controls that RecMan has designed, implemented, and operated to provide reasonable assurance that its service commitments and system requirements were achieved based on the trust services criteria relevant to security (applicable trust services criteria) set forth in *TSP 100, 2017 Trust Services Criteria for Security, Availability, Processing Integrity, Confidentiality, and Privacy (With Revised Points of Focus—2022)* in AICPA, *Trust Services Criteria*.

RecMan uses Amazon Web Services ("AWS" or the "subservice organization") to provide cloud computing and data center hosting services. The description indicates that complementary subservice organization controls that are suitably designed and operating effectively are necessary, along with controls at RecMan, to achieve RecMan's service commitments and system requirements based on the applicable trust services criteria. The description presents RecMan's controls, the applicable trust services criteria, and the types of complementary subservice organization controls assumed in the design of RecMan's controls. The description does not disclose the actual controls at the subservice organization.

The description indicates that complementary user entity controls that are suitably designed and operating effectively are necessary, along with controls at RecMan, to achieve RecMan's service commitments and system requirements based on the applicable trust services criteria. The description presents RecMan's controls, the applicable trust services criteria, and the complementary user entity controls assumed in the design of RecMan's controls.

We confirm, to the best of our knowledge and belief, that:

- a. the description presents the RecMan SaaS Solution that was designed and implemented as of June 30, 2024, in accordance with the description criteria.
- b. the controls stated in the description were suitably designed as of June 30, 2024, to provide reasonable assurance that RecMan's service commitments and system requirements would be achieved based on the applicable trust services criteria, if its controls operated effectively as of that date, and if the subservice organization and user entities applied the complementary controls assumed in the design of RecMan's controls as of that date.

Lars Vegard Flo

Lars Vegard Flo
Chief Executive Officer
RecMan AS